

Namibia - National Training Fund

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Overview

Identification

COUNTRY

Namibia

EVALUATION TITLE

National Training Fund

EVALUATION TYPE

Independent Performance Evaluation

ID NUMBER

DDI-MCC-NAM-MPR-NTF-2017-v1

Version

VERSION DESCRIPTION

Not applicable to this evaluation; no quantitative data to be shared

Overview

ABSTRACT

Mathematica evaluated the NTF subactivity through a qualitative performance evaluation that sought to understand whether the NTF was established as planned, how the vocational education and training (VET) levy was operating in practice, and stakeholder perceptions of the NTF's future sustainability. The evaluation relied on two rounds of qualitative data collected primarily through interviews with key stakeholders (these data were collected for use by the study team only, and are not publicly available). The first round was conducted close to the end of the Namibia compact, about seven months after the VET levy collection had started and six months before levy disbursement was scheduled to begin. It focused on assessing the VET levy establishment and the initial operations of the levy system. The findings from this first round were described in an interim evaluation report covering all three subactivities. The second round was conducted about one year after the end of the Namibia compact. It focused on assessing how the VET levy was operating and stakeholder perceptions of the NTF's sustainability. The findings from this second round were described in the final NTF evaluation report.

EVALUATION METHODOLOGY

Other (Performance Evaluation)

TOPICS

Topic	Vocabulary	URI
Vocational education and training		
Education	MCC Sector	

KEYWORDS

Education, Vocational education and training, Namibia, National training fund

Coverage

GEOGRAPHIC COVERAGE

N/A

UNIVERSE

N/A

Producers and Sponsors

PRIMARY INVESTIGATOR(S)

Name	Affiliation
Mathematica Policy Research	

FUNDING

Name	Abbreviation	Role
Millennium Challenge Corporation	MCC	

Metadata Production

METADATA PRODUCED BY

Name	Abbreviation	Affiliation	Role
Mathematica Policy Research	MPR		Independent Evaluator

DATE OF METADATA PRODUCTION

2017-09-26

DDI DOCUMENT VERSION

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MCC Compact and Program

COMPACT OR THRESHOLD

Namibia Compact

PROGRAM

MCC's Namibia compact, which was formally completed in September 2014, included three projects: tourism, agriculture, and education. The education project sought to address the shortage of skilled workers in Namibia and limitations in the education system's capacity to create a skilled workforce. One of the key activities under the education project was the vocational training activity, which focused on expanding the availability, quality, and relevance of vocational education and skills training in Namibia. The vocational training activity consisted of three subactivities: (1) grants for high-priority vocational skills programs offered by public and private training providers through the Vocational Training Grant Fund (VTGF); (2) technical assistance to establish a National Training Fund (NTF), intended to provide a sustainable source of funding for vocational training programs in Namibia; and (3) improvement and expansion of Namibia's network of Community Skills and Development Centers (COSDECs), which provide vocational training targeting marginalized populations—primarily out-of-school youth but also including low-skilled adults. The information provided here relates the evaluation of the NTF subactivity.

MCC SECTOR

Education (Edu)

PROGRAM LOGIC

The direct outputs of the NTF subactivity included establishment of the NTF council, development of regulations, piloting, and implementing all aspects of the levy collection, distribution, and reporting system (LCDRS) framework and the system itself. In addition, capacity-building support was provided to the industrial skills committees (ISCs), which have a critical role in identifying key priority areas for funding under the LCDRS. Together, these outputs were intended to result in a fully functioning LCDRS in the immediate term, in which employers are fully interacting with the system by registering, paying the levy, and applying for grants for training conducted; key priority areas are identified by ISCs and training in these areas is procured from registered and accredited providers; and recognition of prior learning (RPL) candidates are assessed and certified. In the intermediate term, funds are continually disbursed to employers (based on approved evidence of trainings) and training providers (based on meeting milestones specified in their service-level agreements), and more people will be trained through these mechanisms and receive RPL certificates. Combined, this was expected to result in a skilled workforce well matched to the needs of the economy; in the long term, this would lead to improvements in employment, further training, and income, contributing to the attainment of the Compact's ultimate goals. The key contextual factors included participation and compliance of employers, the ability of ISCs to accurately identify key priority areas, and training being of sufficient quality.

PROGRAM PARTICIPANTS

The NTF subactivity was designed to affect the VET sector as a whole rather than specific participants.

Sampling

Study Population

N/A

Sampling Procedure

N/A

Deviations from Sample Design

N/A

Response Rate

N/A

Weighting

N/A

Questionnaires

No content available

Data Collection

Data Collection Dates

Start	End	Cycle
2014-10-01	2014-10-31	N/A
2015-11-01	2015-12-31	N/A

Data Collectors

Name	Abbreviation	Affiliation

Data Processing

No content available

Data Appraisal

Estimates of Sampling Error

N/A